UFL Files Unfair Practice Charge

UC Negotiator Throws Table Tantrum!

University Cancels Negotiations

The University's Chief Negotiator, Tom Mannix, on April 23, unilaterally adjourned the bargaining meeting in progress and cancelled all subsequent scheduled meetings. Screaming angrily, he said that perhaps the University would resume meeting in "July or August."

The issue under discussion at the time of this outburst was the question raised by the University of which Librarians should be in the bargaining unit. Because of the University's inconsistent designations of Librarians excluded from the unit, the UFL also has been concerned about this issue. Last January, the UFL asked for a current list of all appointees in the Librarian Series, with an indication of those who the University considers to be outside the bargaining unit. Finally, on April 18, the University provided the UFL with a list of only those Librarians it considers to be in the unit. This list of 374 names is an inadequate basis for rational discussion, since a complete list of Librarians is needed in order to identify those who ought to be in the unit.

UFL Chief Negotiator Joyce Toscan (LA) suggested that complete and accurate lists could be solicited from the University Librarians. Mannix brushed aside this suggestion, yelling that "those lists are worthless to me....the only lists I can use are those from the Management Information System." He said that "...those people are not real..." until they exist as part of the Management Information System.

The UFL is sending a letter to Mr. Mannix describing our view of the events at the April 23 meeting and stating our desire to resume negotiations at the next scheduled session on May 14-15. Further, the UFL is filing an Unfair Labor Practice charge because of the University's refusal to bargain.

4/24/84

Fact Sheet

1. There are more than 600 Librarians at the University of California.
2. The PERB officially determined the unit to include 401 Librarians--and mailed ballots to those 401. This official determination of the unit was based on lists provided by the University to the PERB and remains intact during the first year unless modified by mutual agreement of the University and the University Federation of Librarians.
3. The UFL and CSEA agreed to only 58 exclusions from the bargaining unit prior to the election. The University wanted a much larger list of exclusions. PERB determined that 401 Librarians were in the unit as a compromise solution in order to expedite the election.
4. The University is currently maintaining that the size of the bargaining unit is approximately 370. The UFL disagrees with this number.
5. This is clearly part of a strategy to weaken the dual-track system through setting apart those Librarians providing administration and management services from those providing other professional services as enumerated in the Academic Personnel Manual 360-4.
6. It is also clearly part of a strategy to weaken the contract and the possibility of the UFL being able to guarantee through contract language Peer Review and many other professional issues which will benefit all Librarians.

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